

## EXECUTIVE ORDER

NO. 83-5

Superseded by  
Exec. order 87-9SUPERCEDING EXECUTIVE ORDER 77-11  
CONCERNING STATE AFFIRMATIVE ACTION

WHEREAS, the State of Arizona is dedicated to the belief in the freedom and equality of its citizens and is committed to take a leadership role in the establishment of a policy of nondiscrimination and equal employment opportunity; and

WHEREAS, discrimination because of race, color, sex, religion, national origin, age, disability status or political affiliation is prohibited except when any of these factors is an existing bona fide occupational qualification; and

WHEREAS, the policy to provide equal employment opportunity includes but is not limited to:

1. Hiring, placement, upgrading, transfer or demotion;
2. Recruitment, advertising and all solicitation for employment;
3. Treatment during employment;
4. Rates of pay or other forms of compensation;
5. Selection for training;
6. Layoff, termination or reinstatement;
7. State Service examination processes; and

WHEREAS, the commitment to eliminate barriers to equal opportunity is specified by state and federal law;

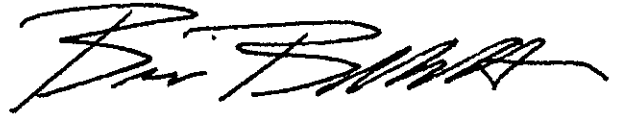
NOW, THEREFORE, pursuant to the authority vested in me as Governor and chief executive of the State of Arizona, I hereby order and direct the following actions:

1. The Governor's Office of Affirmative Action shall be the agency responsible for coordinating, facilitating and monitoring affirmative action policies and programs within state government;
2. The Governor's Office of Affirmative Action shall have the responsibility for the preparation, administration and update of the State Guidelines for equal employment opportunity within state government;
3. State agencies shall establish and annually update an Agency Affirmative Action Plan within the parameters of the State Guidelines;
4. State agencies shall include in their agency Affirmative Action Plan the development of reasonable goals and timetables to address underutilization of minority, female and handicapped persons;
5. The Governor's Office of Affirmative Action shall, at regular intervals, monitor and evaluate agency Affirmative Action Plans required in the State Guidelines. State agencies shall cooperate with the Governor's Office of Affirmative Action in the development and maintenance of the State Affirmative Action Guidelines.
6. State agencies shall cooperate with the Governor's Office of affirmative Action in the preparation of the State and Local Government Information (EEO-4) annual report.
7. The Director may:
  - A. On behalf of the Governor and the State, accept grants and matching funds for the conduct of programs which are designed to develop and implement equal employment opportunities and Affirmative Action policies and programs.
  - B. Expend available funds, use its facilities and provide service to promote equal employment opportunities in State government and to provide matching contributions under Federal and other programs designed to promote equal employment opportunities and practices.

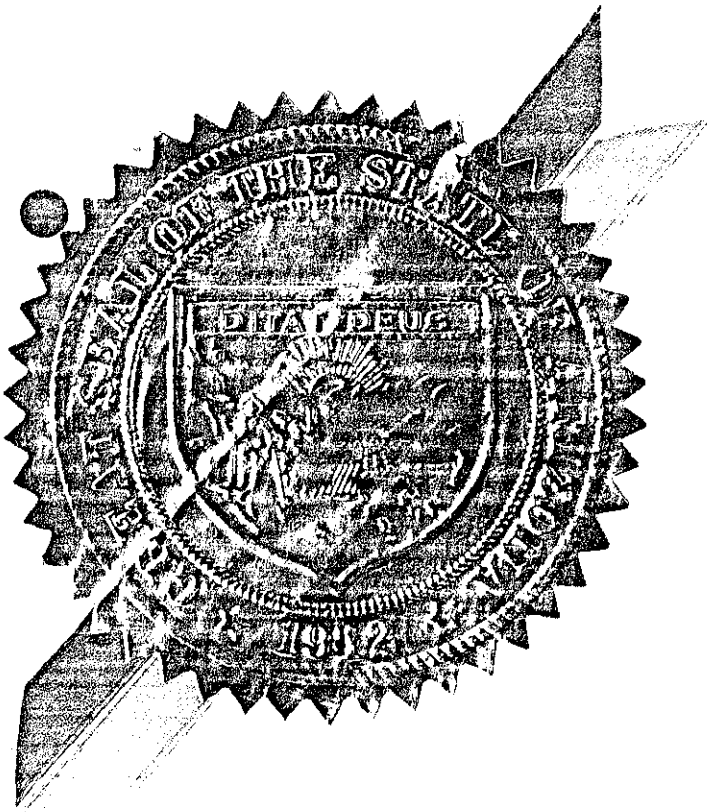
- C. Make quarterly reports to the Governor on its activities, its finances and the scope of its operations.
8. An Affirmative Action Advisory Council is established which shall be appointed by the Governor to advise and assist the Office of Affirmative Action in carrying out its duties and responsibilities.

Executive Order no. 77-11 is hereby superceded by this Order and the force and effect of said Executive Order is hereby rescinded.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona.

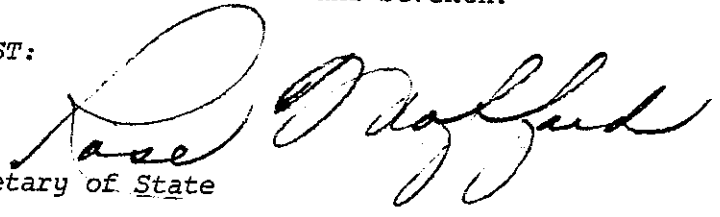


G O V E R N O R



Done at the Capitol in Phoenix this thirty-first day of August in the Year of Our Lord, One Thousand Nine Hundred and Eighty-Three and of the Independence of the United States of America the Two Hundred and Seventh.

ATTEST:



Secretary of State